

# AGENCY PERFORMANCE PLAN

## FY 2009

<b>Name of Agency:</b> Department of Education			
<b>Agency Mission:</b> Our Mission is to champion excellence for all Iowa students through leadership and service.			
Core Function	Outcome Measure(s)	Outcome Target	Link to Strategic Plan Goals
CF: Resource Management --Provide vital infrastructure needs necessary to administer and support agency operations and the system of education in Iowa. Key activities may include financial and personnel services such as payroll, accounting and budgeting; purchasing of goods and services; media management; information technology enhancement, management and support; data, research and information services; financial resource allocation of state and federal funds to schools and colleges; leadership; communication; legislative support; planning; policy development; maintenance of physical infrastructure and governance system development to achieve results for Iowans.			<u>State Board/Department of Education Goals:</u> Goal 1: All children will enter school ready to learn.  Goal 2: All K-12 students will achieve at a high level.  Goal 3: Individuals will pursue post-secondary education in order to drive economic success.  <u>Governor's Leadership Agenda Goals:</u> Goal 1: All children ready to learn upon entry to school.  Goal 2: All K-12 students prepared for success in postsecondary options.  Goal 3: Expand the number of Iowa postsecondary graduates from state-supported institutions.
<b>Desired Outcome(s):</b>			
Customers will receive state aid, federal funds and flow-through dollars to provide educational programs and related support services.	Percent of payments for state aid, federal funds, and other allocations sent out to local school districts, community colleges and other customers in accordance with state and federal regulations	100%	

Internal and external customers have access to the information they need for policy development and resource allocation, and, at the local level, to improve instruction.	Percent of school districts participating in a statewide individual student record system	100%	
	Percent of community colleges participating in the CC Management Information System	100%	

Services, Products, Activities	Performance Measures	Performance Target(s)	Strategies/Recommended Actions
1. Financial Resource Allocation to Early Childhood, K-12 and Community Colleges (Distribute state and federal funds – allocations, and targeted and competitive grants to early childhood programs, school districts, nonpublic schools, area education agencies, community colleges, and other qualified providers.)	Percent of state and federal funds distributed according to the formula prescribed by the funding source	100%	Implement new efforts to ensure that categorical funding is not being used to supplant other funding, except as authorized (per new statutory language in HF 2679, Senior Year Plus).
	Percent of state and federal funds distributed using the correct data to determine distribution	100%	
2. Administration and Leadership (Policy, planning, advocacy, leadership, governance and administration; internal operations; information and data for accountability and decision-making; and administration of resource allocation.)	Percent of districts participating in a statewide individual student record system	100%	Provide fall and spring BEDS training; provide follow-up and editing; continue to convert to electronic transfer of data.  Refine definitions to ensure consistency of reporting. Review reporting fields to ensure that types of data collected meet information needs.  Continue Project EASIER. Each public school student in Iowa has been given a unique identifier number that allows districts to submit data electronically and allows the Department to aggregate data for state and federal reporting requirements, policy development, and accountability at the local, state
	Percent of community colleges participating in the CC management information system	100%	
	Percent of districts reporting all data required under the Education Data Exchange Network of the US Department of Education	95%	
	Percent of state and federal reporting requirements met by the Department for accountability and information purposes	95%	

	Percent of internal operations in the Department conducted in accordance with Generally Accepted Accounting Principles	100%	<p>and federal levels.</p> <p>Start Iowa's warehouse, EdInsight. This data warehouse will be phased in using individual student records from Project EASIER, special education student data from the Information Management System, and student achievement data from the Iowa Testing Program. This statewide longitudinal data system will improve the utility, accuracy, reliability and timeliness of data; reduce redundancy; decrease reporting burden; streamline federal reporting; improve stakeholder access to data; enable data exchange across institutions; protect privacy and confidentiality; support research to improve our understanding of effective management and instructional policies; and facilitate data-driven decision-making that will affect student learning.</p> <p>Continue the State Report Card for NCLB, and web-based School Profile.</p> <p>Implement a School District Financial Report Card in conjunction with the entire education stakeholder community (available on the Department of Education website).</p>
<b>Core Function</b>	<b>Outcome Measure(s)</b>	<b>Outcome Target</b>	<b>Link to Strategic Plan Goal</b>
CF: Education. Provide technical assistance and professional development to increase capacity at the local level related to continuous improvement, improving instruction in order to improve student performance, support for			<p><u>State Board/Department of Education Goals:</u></p> <p>Goal 1: All children will enter school ready to learn.</p> <p>Goal 2: All K-12 students will achieve at a high level.</p>

management services, and intermediate support.			<p>Goal 3: Individuals will pursue post-secondary education in order to drive economic success.</p> <p><u>Governor's Leadership Agenda Goals:</u></p> <p>Goal 1: All children ready to learn upon entry to school.</p> <p>Goal 2: All K-12 students prepared for success in postsecondary options.</p> <p>Goal 3: Expand the number of Iowa postsecondary graduates from state-supported institutions.</p>
<b>Desired Outcome(s):</b>			
All children will enter school ready to learn	Percent of children entering kindergarten proficient in beginning sounds using the <i>Dynamic Indicators of Basic Early Literacy Skills (DIBELS)</i> .	61% (target for 2008-2009)	Continue efforts to support implementation of the Iowa Quality Preschool Program Standards; work with other agencies to develop a comprehensive early childhood professional development system for early care, health, and education; and provide technical assistance to 4-year old preschool programs.
To improve student achievement	<p>Percent of Iowa 4<sup>th</sup> graders proficient or higher in reading comprehension</p> <p>Percent of Iowa 8<sup>th</sup> graders proficient or higher in reading comprehension</p> <p>Percent of Iowa 11<sup>th</sup> graders proficient or higher in reading comprehension</p>	<p>79.1% on Iowa Tests of Basic Skills</p> <p>72.4% on Iowa Tests of Basic Skills</p> <p>77.1% on the Iowa Tests of Educational Development</p>	Provide professional development and technical assistance in the area of reading through multiple initiatives: <u>Every Child Reads K-12, Statewide Reading Team, Reading First, Adolescent Literacy, Teacher Development Academies, Collaborative Strategic Reading, and Strategic Instruction Model</u> . These efforts are designed to help school districts implement a comprehensive K-12 literacy program that will improve the literacy achievement of every student.

	<p>Percent of Iowa 4<sup>th</sup> graders proficient or higher in mathematics</p> <p>Percent of Iowa 8<sup>th</sup> graders proficient or higher in mathematics</p> <p>Percent of Iowa 11<sup>th</sup> graders proficient or higher in mathematics</p>	<p>80.7% on Iowa Tests of Basic Skills</p> <p>75.6% on Iowa Tests of Basic Skills</p> <p>78.5% on Iowa Tests of Educational Development</p>	<p>Provide professional development and technical assistance in the area of mathematics through <u>Every Student Counts</u>, <u>Teacher Development Academy – Cognitively Guided Instruction</u>, and <u>Career Technical Education</u>. These efforts focus on improved student achievement in mathematics.</p>
	<p>Percent of Iowa 8<sup>th</sup> graders proficient or higher in science</p> <p>Percent of Iowa 11<sup>th</sup> graders proficient or higher in science</p>	<p>81.1% on Iowa Tests of Basic Skills</p> <p>80.6% on Iowa Tests of Educational Development</p>	<p>Provide professional development and technical assistance in the area of science through <u>Every Learner Inquires</u>, <u>Teacher Development Academy</u>.</p>
	Average attendance rates in grades K-8	95%	The State Board has established a goal of 95% for NCLB accountability.
	<p>High School Graduation Rate</p> <p>High School Graduation Rate for Hispanic Students</p> <p>High School Graduation Rate for African-American Students</p> <p>High School Graduation Rate for White Students</p>	<p>90.6%</p> <p>75.2%</p> <p>74.7%</p> <p>92.1%</p>	<p>Note: The Department implemented a student tracking system in 2004. As a result, we will be able to report a true cohort graduation rate for the class of 2008. Previous graduation rates were based on a formula and not based on following a cohort of students across their secondary career. Although we continue to strive for improvement in graduation rates, and set our targets accordingly, initially we expect a slight decline as schools and districts adjust to this new methodology. Iowa still ranks near the top in national comparisons of graduation rate.</p> <p>Strategies: Develop models and materials focusing on high school and middle schools designed to ensure that each student has the opportunity to take challenging, relevant courses that will prepare him or her for success in postsecondary learning</p>

			<p>and the workplace. Specific projects include the <u>Iowa High School Project</u>, <u>Comprehensive School Reform</u> grants, and the annual <u>High School Summit</u>.</p> <p>Assist school districts in implementing the requirement that every 8<sup>th</sup> grade student complete a <u>Student Core Curriculum Plan</u> with a graduation plan and a career option line.</p> <p>Work with area education agencies to develop their expertise in supporting the implementation of the Iowa Core Curriculum in all Iowa high schools by 2012 and all elementary and middle schools by 2014. This expertise will focus on leadership, content alignment, instruction and assessment, and monitoring and evaluation. Continue to work with the Iowa Testing Program to develop additional high quality assessments that align with the Iowa Core Curriculum.</p>
To improve teacher quality	<p>Percent of teachers in core academic areas appropriately licensed and assigned</p> <p>Percent of teachers meeting the federal definition of highly qualified teachers</p>	<p>100%</p> <p>100%</p>	<p>Continue to implement the <u>Teacher Quality Program</u> including mentoring and induction, and evaluation standards. Provide <u>Teacher Development Academies</u> in reading, math and science.</p> <p>Work with school districts to implement the <u>Iowa Professional Development Model</u>. This is a comprehensive model that ties professional development to district student learning goals, research on best instructional practices, is ongoing, collaborative and evaluated.</p>

			Continue to update the <u>Iowa Content Network</u> , a tool for educators to use that makes research more useful for professional development.
Students successfully completing at least two years of postsecondary education	Percent of community college cohort who complete an award within three years or transfer to a four-year institution.	52.52%	Develop a comprehensive <u>Senior Year Plus</u> program.  Seek additional articulation agreements to ease the transition from secondary to higher education.
<b>Services, Products, Activities</b>	<b>Performance Measures</b>	<b>Performance Target(s)</b>	<b>Strategies/Recommended Actions</b>
3. Technical Assistance and Professional Development (Provide technical assistance and professional development for early childhood programs, school districts, area education agencies, community colleges, and practitioner preparation programs to support continuous improvement of instruction and implementation of research-based instructional practices in order to improve student performance.)	Percent of local school districts visited annually by school improvement team  Percent of districts with approved career development plans	20%  100%	Maintain efforts -- currently meeting target.  Refer to strategies above.
<b>A.</b> Implement the Iowa Core Curriculum mandate in a manner that provides Iowa teachers with quality professional development as specified in the Teacher Quality Program.	We are in the process of developing a mechanism by which we can measure implementation of the Iowa Core Curriculum.		Continue to request funding to increase teacher salaries.
<b>B.</b> Build the capacity of AEAs to provide intermediate support.			A network of trainers in each area education agency is being trained by Department staff to support the implementation of the Iowa Core Curriculum.
<b>C.</b> Provide technical assistance for early, childhood programs,	Refer to measures above.	Refer to targets above.	Refer to strategies above.

school districts, area education agencies, and community colleges to support continuous improvement of instruction and implementation of research-based instructional practices.			
D. Provide auxiliary services including school transportation, nutrition, infrastructure and finance.	Lunches served through the Summer Food Service Program (increase by one-half percent or 1826 lunches from the 2007 level)	367,097 lunches (target for 2008)	<p>The Department is seeking new sponsors and additional sites for the Summer Food Service Program.</p> <p>In addition, we are working with the Iowa Department of Public Health to disseminate flyers about the Summer Food Service Program through the WIC Clinics.</p>
Core Function	Outcome Measure(s)	Outcome Target	Link to Strategic Plan Goals
<b>CF: Regulation and Compliance.</b> Provide stewardship for the education system through accreditation, approval, fiscal oversight and federal program oversight.			<p><u>State Board/Department of Education Goals:</u></p> <p>Goal 1: All children will enter school ready to learn.</p> <p>Goal 2: All K-12 students will achieve at a high level.</p> <p>Goal 3: Individuals will pursue post-secondary education in order to drive economic success.</p> <p><u>Governor's Leadership Agenda Goals:</u></p> <p>Goal 1: All children ready to learn upon entry to school.</p> <p>Goal 2: All K-12 students prepared for success in postsecondary options.</p> <p>Goal 3: Expand the number of Iowa postsecondary graduates from state-supported institutions.</p>
<b>Desired Outcomes:</b>			



To ensure lowans have access to a quality education system	Percent of school districts meeting accreditation standards	100%	
	Percent of AEAs meeting accreditation standards	100%	
	Percent of community colleges meeting accreditation standards	100%	
	Percent of practitioner preparation programs meeting requirements	100%	
	Percent of practitioners who are appropriately licensed	100%	
To ensure compliance with federal program requirements	Loss of federal funds from USDE or USDA due to noncompliance with program requirements	0%	
<b>Services, Products and Activities</b>	<b>Performance Measures</b>	<b>Performance Target(s)</b>	<b>Strategies/Recommended Actions</b>
4. Administration of State and Federal Programs to Ensure Compliance with Fiscal and Program Requirements. This includes accreditation of early childhood programs, school districts, nonpublic schools, AEAs and community colleges.	Percent of local districts, AEAs and CCs receiving desk audits annually	100%	
	Percent of federal programs approved for funding	100%	
	Percent of accountability reports completed	100%	
	Number of audit exceptions	0	

Core Function	Outcome Measure(s)	Outcome Target	Link to Strategic Plan Goals
<b>CF: Library Services</b> Acquire, manage and provide access to information. Collections include books, journals, videos, state & federal documents, electronic informational databases & web-based information.			State Library Strategic Plan 08-11 Goal 1. Promote high quality library services for all Iowans through the use of technology.
<b>Desired Outcome(s):</b>			
All Iowans have access to high-quality electronic library resources to enhance learning & decision-making at all ages	Percent of Iowans with access through their public library to electronic informational databases purchased by the State Library	90%	
Services, Products, Activities	Performance Measures	Performance Target(s)	Strategies/Recommended Actions
1. Purchase statewide access to electronic resources on behalf of Iowa libraries.	Number of public searches of electronic databases purchased by the State Library	4,900,000 searches (or 1.65 searches per Iowan)	Evaluate electronic products available; collaborate with AEAs and other partners on statewide purchases; purchase statewide access to electronic resources on behalf of Iowa libraries; publicize availability to libraries and the public; administer sign-ups and maintain program.
Core Function	Outcome Measure(s)	Outcome Target	Link to Strategic Plan Goals
<b>CF: Community Coordination and Development (Library Development)</b> Develop the economic security and quality of life of Iowans by working with local public libraries. Activities may include facilitation and coordination; administration of grants to enhance services; program oversight; and technical assistance and support.			State Library Strategic Plan 08-11 Goal 2. Build the capacity of Iowa libraries to provide the best possible library service to Iowans. Goal 3. Position libraries to prepare Iowans for a bright future. Goal 4. Ensure access to unique Iowa collections.
<b>Desired Outcome(s):</b>			
All Iowans have access to high quality library services so they can participate knowledgeably and productively in a democratic society	Percent of Iowa public libraries meeting five key standards: * Certified, trained library director	85%	

and lead an enriched life through lifelong learning.	<ul style="list-style-type: none"> <li>* Good book collection</li> <li>* Internet computers for the public</li> <li>* Open at least 20 hours per week</li> <li>* Provide annual summer reading program for children to sustain skills</li> </ul>		
<b>Services, Products, Activities</b>	<b>Performance Measures</b>	<b>Performance Target(s)</b>	<b>Strategies/Recommended Actions</b>
1. Statewide library resource sharing.	Percent of Iowa public and academic libraries participating in statewide resource sharing programs (Open Access, Access Plus, SILO Locator, SILO interlibrary loan)	90% participation	Provide SILO (State of Iowa Libraries Online) Locator and interlibrary loan program; administer programs to partially reimburse libraries for sharing resources.
2. Administration of Statewide Programs.	<p>Percent of accredited public libraries</p> <p>Percent of certified public library directors</p> <p>Percent of public libraries participating in Direct State Aid Program</p> <p>Percent of libraries submitting annual survey data</p>	<p>50% of public libraries are accredited</p> <p>80% of public library directors are certified</p> <p>85% of public libraries participate in Direct State Aid program</p> <p>75% of Iowa public and school libraries submit annual survey data</p>	Provide leadership for Iowa library community; develop and implement plans to improve Iowa library services; administer public library accreditation program, based on "In Service to Iowa: Public Library Measures of Quality"; administer certification program for public library directors; administer Direct State Aid program; administer statistics programs; administer federal LSTA funds.